

**Unitarian Universalist Church of Annapolis
Board of Trustees Meeting via Zoom
November 30, 2021; 6:45 pm – 9:15 pm
Zoom Link: <https://zoom.us/j/92252637488>
Approved Minutes**

In attendance: Carrie Kotcho, Stan Keeve, Rev. John, Jane Carrigan, Kari Alperovitz-Bichell, Jenn Pollitt Hill, Jan Bird, Mike Wanhatalo, Rev. AZ. New Board Member: Linda Mundy

Guests: Thornell Jones, Candy Clark, Latica Hicks, Soren Byrd, Olga Pabon

Chalice Lighting and Opening Words

6:45

Check-In: All

Approve Minutes for the October 26, 2021 Board Meeting as updated 11/30/21

ACTION: Motion made by Kari and seconded to approve the October 26, 2021 Board Meeting Minutes. **Discussion.**
Approved.

ACTION: Motion made by Kari and seconded to approve Mike Wanhatalo to replace Peter Morse to fulfill the rest of his term as recommended by the Nomination Committee. **Discussion.**
Approved.

Linda is joining automatically as the new Chair of the Nominating Committee. She shared that 4 Nominating Committee positions

need to be filled in CY2022 as well as Secretary, Treasurer and Peter's replacement "at large" position are up for election this spring.

Board Reports:

Finance Officer Report: Kari

Cash available for operating is \$34K (includes last year's \$78K PPP money). It costs about \$60K per month to run the church. We are solvent and can pay our bills and, as expected will need to use the \$19K carryover we had accumulated in the years prior to 2020. December is typically a big pledge month, plus the End of Year appeal, the auction will bring in cash, and we have not tapped the endowment for its planned contribution, so we do not have a problem paying our bills or meeting payroll.

Total pledges made in 2021 through the end of October (meaning promises for the year ahead, not payments) are about \$1800 more than last year. Pledges for the year are currently at \$537,000, with a realistically estimated additional \$41,500 more to be pledged in November and December, so we estimate pledging to reach \$578.5K by the end of the year. The ministers and Pam have been calling people and the list of unreached members is shrinking.

We are still not keeping pace with our ambitious 2021 budget which has a goal of \$617,000 in pledges - we are tracking about \$40,000 behind that goal, YTD. However, we are about even

with last year in pledges, which was ahead of the year before, so that trend is hopeful.

People increasing their pledges: Among those pledging so far in calendar year 2021, 74 increased, 21 decreased (all but 2 of these were pledgers below \$1,500) the rest stayed the same.

Sunday plate - October was \$1,674 a good month. In 2021 so far, we are about \$3,000 behind the budget for Sunday plate.

2022 Budget

Kari walked the Board through the revised 2022 budget. Discussion.

ACTION: Motion made by Mike and seconded to accept the 2022 Budget as presented by the Finance Committee and recommend to the Congregation that this budget be adopted. **Discussion.**
Approved.

Ministers Report: John/Anastassia

Rev. John provided highlights from his written report. Laura Schrank has been focused on rolling out the new membership classes, which replaces the Inquirers Series. To promote the new classes, she reconnected with visitors and prospective members, and reached out to some regular attendees who have yet to become members. She also communicated with some resigned members who are showing interest in rejoining the church. To date, that outreach resulted in 7 participants in the first Exploring

UU class. In addition, members of the Membership Team (Vikki Hutchins and Debbie Haavk) participated in the Widening the Welcome training. This day-long workshop focused on developing more open and welcoming congregations. The team are preparing to implement the use of a Connection Card with the entire congregation with the hope of deepening engagement and identifying church attendees that are interested in membership and becoming involved in church activities.

Debbie Boudra connected us with Comacell Brown, local artist of color, and he created a first rendition of what will be a timeless, beautiful art piece for the front entrance that will visually show our vision of unity and multiculturalism.

A multigenerational Service (Stone Soup) will be held on Sunday, November 28, 2021 and will be an After Hour church event with food, fellowship, winter crafts and more.

A dedicated volunteer group continues preparing “Winter Relief Lunches” with the Arundel House of Hope. We are signed up through 2022. This food cost has been added to the 2022 budget.

The Personnel Committee met Monday November 22 to begin editing the UUCA Personnel Manual. This process has been in motion for several months but was expedited due to concerns shared by the BBC regarding the UUCA hiring process (that there was not a written process and in line with the 8th principle). The committee took immediate action and has drafted a preliminary

hiring process that will be used to fill two temporary positions over the next 5-months--Faith Formation Assistant and Membership Coordinator.

UUCA received a \$45k stock donation to endowment this month. Rev. John noted that there have been a few members expressing dissatisfaction with our worship this year. He noted that expressing dissent is fully appropriate, but members don't dictate what ministers preach on from the pulpit.

Rev. John posted a portfolio of his workload right now so we can get a sense of what tasks are his. He is working on Sabbatical plan. Together he and Rev. AZ are looking at what can be paused, what must fall to Rev. AZ, what can go to others and who are those others. The Sabbatical Team will work to answer these. Rev. John encouraged the Board to look at these items and give feedback on critical pieces that must not be paused.

Rev. AZ led a discussion about rebalancing her workload. Only 1 day in October workfree. Both Ministers are looking to balance when and how they work to get a better work-life balance. Rev. AZ is requesting to test a Jan-March approach to take 1 week off per month rather than weekends. This would be a pre-sabbatical test, and we could apply lessons learned when Rev. John returns. Members of the Board expressed commitment to find a longer term way to balance in a sustainable way. There was deep discussion on and support of sustainable work-life balance and understanding the special nature of the ministers' jobs.

BBC BIPOC Widening the Circle Report - Soren Byrd

Soren reminded the Board that People of Color covenant group and BBC put together the presentation which has been recorded and available for all to view.

Soren shared observations from the People of Color group. A key need was to give space to acknowledge mistakes and missteps in order to allow the Congregation to move forward. A copy of the PowerPoint presented is included in the Board Drive for this meeting. There was a focused discussion on formalizing an implementation plan for 8th principle that includes Widening the Circle of Concern and BBC and BOT folks – a plan for UUCA not just by/for BBC. There was a very engaged discussion. Board members committed to follow up to WTCOC and BBC to acknowledge the points, begin work to take action, and commit to finish reading the WTCOC UUA report before next meeting. Several of the Board remarked that they had already read it and all agreed to start work to develop solutions and form teams to implement them.

The meeting ended and other agenda items were postponed until next month.

9:15pm

Submitted by: Carrie Kotcho, Secretary